



PRIDE AND PSYCHOLOGICAL SAFETY

HONORING PRIDE THIS JUNE!

Positive environments are critical to supporting all individuals to thrive. However, the health needs of the LGBTQIA+ community can differ from their heterosexual peers. While belonging to any community can be a source of strength, it can also bring challenges. This is especially true as we consider mental health. Although the full range of LGBTQIA+ identities have not yet been commonly included in large-scale studies of mental health, there is strong evidence from recent research that members of this community are at a higher risk for experiencing mental health conditions – especially depression and anxiety disorders.

Individuals from all communities bring their whole self to work, this includes their physical and emotional health. It is because of this that it is critical that teams focus on creating psychologically safe environments. A psychologically safe environment allows someone the freedom to bring their authentic self to work.

When members of a team feel comfortable to share ideas, opinions and ask for help without blame, judgment, or rejection - that team experiences a psychologically safe work environment. When teams are Psychologically Safe, members:

- Feel accepted
- Feel respected
- Feel like they belong

For additional resources on psychological safety or mental health support contact your Assistance Program. Professionals are available 24/7 to support you and your household members. This employer-sponsored benefit is CONFIDENTIAL.